

# **AGREEMENT**

**between the**

**BLOOMSBURY BOARD OF  
EDUCATION**

**and the**

**BLOOMSBURY EDUCATION  
ASSOCIATION**

**July 1, 2008 to June 30, 2011**

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### **PREAMBLE**

WHEREAS, The Bloomsbury Education Association has been designated by a majority of the teachers currently employed including all certificated staff, also including school nurse, social worker, counselor, speech therapist, learning disabilities consultant, psychologist, and technology professional. The Board of Education of the Borough of Bloomsbury, in the County of Hunterdon and State of New Jersey, as representative of the said teachers for the purpose of collective negotiation pursuant to the New Jersey, Employer-Employee Relations Act:

AND WHEREAS, the majority representative has presented certain demands to the Board and the Board representatives have negotiated concerning the same and have come to an agreement:

NOW, THEREFORE, WITNESSETH that the Board of Education of said Borough of Bloomsbury and the Bloomsbury Education Association hereby agree that the following shall be included among the terms and conditions of employment for the time period July 1, 2008 through June 30, 2011 for teachers regularly employed by this Board.

**ARTICLE I**  
**BOARD AUTHORITY & EMPLOYEE RIGHTS**

**A. BOARD AUTHORITY**

The Board reserves to itself sole jurisdiction and authority over matters of policy and retains the right, subject only to the limitations imposed by the language of this Agreement, in accordance with applicable laws and regulations (a) to direct employees of the school district; (b) to hire, promote, transfer, assign, and retain employees in positions in the school district, and to suspend, demote, discharge, or take other disciplinary action against employees; (c) to relieve employees from duty (because of lack of work or for other legitimate reasons); (d) to maintain efficiency of the school district operations entrusted to them; (e) to determine the methods, means and personnel by which such operations are to be conducted; and (f) to take whatever actions may be necessary to carry out the mission of the school district in situations of emergency.

**B. EMPLOYEE RIGHTS**

No employee shall be discharged, disciplined, reprimanded or reduced in work or compensation, or deprived of any professional advantage, without just cause. Any such action asserted by the Board or any agent or representative thereof, shall be subject to the grievance procedure herein set forth.

**ARTICLE II**  
**HOURS OF WORK**

- A. The teacher workday shall be six (6) hours and fifty (50) minutes. Contract time will be from 8:15-3:05. Unless excused by the school administration, all teachers will be at school each day from at least one-quarter hour before the start of classes until five (5) minutes after the close of classes and shall attend all teachers' meetings called by the school administration. On Fridays or days immediately preceding school holidays, teachers may leave school five (5) minutes after the end of the student day.
- B. Preparation periods shall total two-hundred (200) minutes per week, and each teacher shall receive one period per day at a minimum of forty (40) minutes.
- C. One employee, who is listed in the preamble, will be responsible for providing "playground supervision" fifteen (15) minutes prior to the start of classes. A rotating schedule will be provided by the CSA. Employees listed in the preamble will be responsible for lunch duty as determined by the CSA.
- D. Employees shall receive a duty free lunch at least as long as the students. Employees will not be expected to eat lunch during any preparation period in order to cover lunch duty.

### **ARTICLE III**

### **SCHOOL CALENDAR**

The Board of Education and the teachers and their representatives recognize that the calendar which is adopted may be altered due to inclement weather, or other cause, which the school administration determines necessitates the cancellation of school sessions. The parties hereto agree that in all events the school year shall consist of not more than one hundred and eighty-four (184) teacher days, three (3) days of which shall be for the specific purpose of (a) full-day teacher in-service programs, or (b) anticipation of canceled school sessions due to inclement weather or other causes. If, days designated for the specific purposes noted above are not utilized, student contact days shall replace full day teacher in-service day(s). Early dismissal at 12:30PM will be scheduled for: Back to School Night, Wednesday before Thanksgiving, the day before Christmas recess, Parent/Teacher Conferences, and on the last day of School. If the established snow days are exhausted at any time during the school year the following schedule will be used to make up the missed days. Days must be used in this order.

Martin Luther King Jr's birthday (observed)

Friday of President's weekend

Days will be deducted from spring break, excluding Good Friday and the first Monday of spring break

Days will be added to the end of the school year in June

### **ARTICLE IV**

### **LEAVES OF ABSENCE**

#### **A. Personal and Emergency Leave Days**

Teachers will be allowed up to three (3) personal leave days with pay during any school year, which may be taken at their discretion provided they give the principal five (5) days notice of their intention to be absent. Unused personal leave days shall not accumulate from school year to school year, however, up to a maximum of two (2) unused personal leave days per school year may be converted to sick leave and accumulated for future use as sick leave. Part time teachers shall be granted pro-rated, rounded to the nearest  $\frac{1}{2}$  day, personal and emergency leave proportionate to time worked. Teachers will be allowed up to three (3) emergency leave days during any school year for other urgent personal reasons, approved by the school administration, provided the school administrator is given due notice of the teacher's intention to be absent except where the emergency makes prior notice impossible. Emergency leave days shall not be accumulated from school year to school year.

B. Bereavement Leave

During any school year, teachers will be allowed up to four (4) consecutive school days for bereavement leave in the event of death of a teacher's spouse, parent, child, or any other individual residing in the employee's immediate household. During any school year, teachers will be allowed up to three (3) consecutive school days for bereavement leave in the event of death of a parent of current spouse, brother or sister, grandparent, grandchild, sister-in-law, brother-in-law, son-in-law, daughter-in-law, aunts and uncles. Bereavement leave shall be granted per occurrence, but said leave must commence within the lesser of either three (3) calendar days or two (2) school days of the event. Part time teachers shall be granted pro-rated, rounded to the nearest ½ day bereavement leave proportionate to the time worked.

- C. Any teacher who is absent, unless validly using a sick day, excused by the school administration or validly using an emergency leave day, shall pay the Board one day's salary, defined as 1/200 of his/her annual contracted salary of the absent teacher, per day of such absence.

D. Jury Duty

A teacher will be paid his/her regular salary less jury pay for absence necessitated by jury duty provided that the teacher has requested from the appropriate authority, in writing, that his/her jury service be postponed until the summer recess period and said request is denied. A teacher shall reimburse the district for all jury pay received if the teacher also receives regular pay while on jury duty.

**ARTICLE V**  
**EXTENDED LEAVES OF ABSENCE**

- A. Any teacher seeking to use sick leave for reasons associated with pregnancy shall file a written request for such leave with the Administrative Principal at least sixty (60) days in advance of the date on which said leave is to commence, which request shall likewise specify therein the date on which said teacher proposes to terminate the sick leave. The Board may require, as a condition of the teacher's return to service, production of a certificate from a physician certifying that the teacher is medically able to resume her duties.
- B. The Board shall grant child-rearing leave of absence without pay immediately following the conclusion of sick leave associated with childbirth to any teacher upon request in accordance with applicable statutes, regulations and state agency decisions for the balance of the school year in which the leave is requested. Tenured teachers may be granted a leave of absence without pay for child-rearing purposes for one (1) full school year (September through June) following the school year in which the initial child-rearing leave occurs. For non-tenured teachers any leave will not be extended beyond the end of the contract year in which leave is requested unless the board deems otherwise.
- C. Teacher adopting an infant child shall receive similar leave which shall commence upon receiving de facto custody of said infant, or earlier if required for

adoption. The Board reserves the right to set the term of the leave within reasonable limits in the best interests of the school.

D Sabbatical Leave

The Board of Education shall, in its discretion, grant a one (1) year sabbatical leave to tenured teachers, without pay, on a case-by-case basis and subject to Board approval.

**ARTICLE VI**  
**SICK LEAVE**

- A. Each teacher shall be granted ten (10) sick days per year as of September 1 of each school year. Part-time teachers shall be granted prorated sick leave proportionate to time worked. Any teacher hired after September of any school year shall have sick leave prorated at the rate of one (1) day for each month remaining in the school year.
- B. Sick Leave benefits may be granted to employees when immediate family members are ill and require the employees' direct care. The use of these sick days will be granted at the discretion of the School Administrator. A note from a physician may be required upon request. Sick days will automatically be applied to all immediate family illnesses unless notification of the intent to use an Emergency Leave day is indicated at the time the School Administrator is notified of the absence.
- C. All sick days at the end of the school year shall accumulate in the teacher's sick leave account to be available for use in subsequent years. Emergency Leave days do not qualify as unused sick days and will not accumulate in the teacher's sick leave account.
- D. Each September the Secretary of the Board of Education shall furnish to each teacher currently employed in the district a list of sick days used by such teacher in the previous year, and to all teachers a record of his/her total sick leave available for use in the current school year.
- E. The Board of Education shall, at its discretion, consider granting additional sick leave on a case by case basis, for any teacher who has been employed by at least ten (10) years by the Bloomsbury Board of Education, after his/her accumulated sick leave has been used.
- F. Any teacher retiring with seventy-five (75) or more accumulated sick days shall be paid a \$6000 bonus in 2008-2009, \$6000 bonus in 2009- 2010, and \$6500 bonus in 2010-2011 at retirement.

**ARTICLE VII**  
**SICK DAY BANK**

There shall be established a reserve of sick leave days for restricted use by employees who choose to join the sick day bank, in case of emergency or exceptional need. Said sick day bank shall be established in the following manner.

1. On or before the 15<sup>th</sup> of October employees who wish to join the sick leave bank must sign an agreement to join. This agreement will be mutually developed by the BEA and the board.
2. Each employee who joins the sick leave bank shall contribute one sick day from his/her accumulated sick leave. Once contributed the sick day shall not be returned. In case of reduction in force the affected teacher will have up to a maximum of 2 days returned.
3. Once established, new employees may join within 60 days of commencement of service. Employees who have previously decided not to join the sick leave bank may only join pursuant to paragraph 4.
4. When the number of days for the sick day bank falls below 10 each employee who wishes to remain in the sick leave bank must contribute one more day. Employees not in the sick day bank may join at this time, if the Oct. 15\* date has passed.
5. The use of days from the sick leave bank shall be closely regulated and use granted only after approval by a committee composed of 3 members of the BEA and administration. The exact composition of such committee and procedure for administering the bank shall be mutually agreed upon by the Superintendent or a named designee and the Association.
6. The sick days to be awarded from this bank shall be available for the use in case of major illness and disabilities. In cases that involve work related injuries and the individual is being compensated through Workman's Compensation, no application shall be considered until the individual is released by the Workman's Compensation physician and no further income is being received through Workman's Compensation Insurance.
7. In the event of a reduction in force, participation in the sick leave bank shall not be canceled, but shall remain credited to an employee pending his/her return to employment.
8. In the case in which sick leave is claimed from the sick leave bank the BOE may require a physician's certificate to be filed with the secretary of the BOE in order for an employee to obtain sick leave.
9. The committee reserves the right to modify the terms of the sick leave bank.

**ARTICLE VIII**  
**PROFESSIONAL DEVELOPMENT & EDUCATIONAL IMPROVEMENT**

- A. The Board shall provide for tenured teachers reimbursement of tuition for any accredited College or University at the time the course is taken for enrichment or professional improvement. Out of state and private college tuition shall be paid at the Rutgers University (in state) tuition rate. The following conditions apply to paragraph A.
- (1) the reimbursement shall be for tuition only, which is not reimbursed from any other source;
  - (2) under most circumstances, the course must be graduate level; however, conditions may exist where undergraduate courses may be appropriate. All courses must be taken at an accredited college or university;
  - (3) the course must have been approved by the Board prior to registration in it. A fall semester course must be approved by July 31<sup>st</sup>. A spring semester course must be approved by December 31<sup>st</sup>. A summer course must be approved by May 31<sup>st</sup>.
  - (4) the reimbursement shall be made for a maximum of twelve (12) credits per teacher per fiscal year (July 1 - June 30); 3 fall credits, 3 spring credits, 6, or more, summer credits at Board Discretion.
  - (5) the course relates directly to the teacher's duties and responsibility;
  - (6) the teacher receives a minimum grade of 2.75 or its equivalent;
  - (7) verification, including (1) official grade report and (2) proof of payment is presented to the Secretary of the Board of Education within ninety (90) days after the completion of the course or courses.
  - (8) reimbursement shall occur within sixty (60) days of verification set forth in subsection (7) above.
- B. Non-tenured teachers who are in their second or third year of employment in the school district shall be eligible for tuition reimbursement as defined above at fifty (50%) percent of tuition as stated in paragraph A.
- C. New employees hired on or after July 1, 2008, on part time status, shall be eligible for tuition reimbursement in their 3<sup>rd</sup> year of employment as defined above at fifty (50%) percent of tuition as stated in paragraph A. Part time tenured teachers shall be eligible for tuition reimbursement as defined above at One Hundred (100%) percent of tuition as stated in paragraph A.
- D. The twelve (12) credit limit can be waived by the Board if economic conditions permit for a waiver. If multiple waivers are requested, seniority would be considered when only a limited number of waivers could be given. Any teacher considered for a waiver must have been five (5) years with the district and also must be enrolled in a Masters program.



- E. At the completion of the course work, teachers must remain a minimum of 180 school days in the district so that their education benefits the students excluding retirement or medical conditions at the discretion of the Board. Leaving the district prior to 180 school days requires reimbursement to the Board of Education any tuition paid to the teacher.
- F. The Board shall be responsible for providing professional development monies in the amount of \$1500.00 which is above and beyond the grant money received each year of the contract. These monies are to be used solely for the purpose of professional development of staff named in the preamble.

### **ARTICLE IX** **MILEAGE**

Teachers who are required to use their personal vehicle for travel outside the school district shall be reimbursed at the IRS established rate.

### **ARTICLE X** **PHYSICAL EXAMINATIONS**

Physical examinations of teachers as required by the Board will be at the Board's expense.

### **ARTICLE XI** **EXTRACURRICULAR STIPENDS**

	<b><u>2008-2009</u></b>	<b><u>2009-2010</u></b>	<b><u>2010-2011</u></b>
<b>Yearbook</b>	\$700	\$731	\$763
<b>Teacher In Charge (2 positions)</b>	\$400 (each)	\$418 (each)	\$436 (each)
<b>Curriculum</b>	\$30.00/hr	\$31.32/hr	\$32.70/hr
<b>Detention/other</b>	\$20.00/hr	\$20.88/hr	\$21.80/hr
<b>Student Council</b>	\$675	\$705	\$736
<b>Aspire</b>	\$675	\$705	\$736
<b>Peer to Peer</b>	\$1500	\$1500	\$1500
<b>504 &amp; I/RS</b>	\$500	\$522	\$545
<b>Tech</b>	\$1200	\$1253	\$1308
<b>Chess Club</b>	\$300	\$313	\$327
<b>Homework Club</b>	\$300	\$313	\$327

The parties agree to establish a joint committee of one (1) administrator and two (2) teachers to assess the present extra curricular stipends as well as new additions. All interested parties shall present new ideas to the Board of Education for consideration.

**ARTICLE XII**  
**PARENT-TEACHER CONFERENCES**

All teachers will (unless excused by illness or otherwise by the school administration) attend parent-teacher conferences scheduled by the Administrative Principal to accommodate parents, under the following conditions:

- (a) No more than three sessions of parent-teacher conferences may be scheduled, with only one (1) session occurring per day.
- (b) A maximum of two (2) evening sessions shall be scheduled with priority to schedule only one evening session whenever possible. Evening sessions may be scheduled only when a regular school day follows.

Additional conferences (additional meaning conferences scheduled with a teacher other than a student's homeroom teacher) shall be at the request of either teacher or parent only.

**ARTICLE XIII**  
**DUES DEDUCTION**

A Employee Organizations

- 1. The Secretary of the Board of Education shall deduct from the salaries of its teachers dues for the Bloomsbury Education Association, the Hunterdon County Education Association, New Jersey Education Association and the National Education Association as said teachers individually and voluntarily authorize, in writing, the Board to deduct.
- 2. Said authorization may be withdrawn by such teacher at any time by filing a notice of withdrawal with the Board Secretary in which case the request shall be effective as of January 1 or July 1 following the date on which the notice of withdrawal is submitted.
- 3. NJEA shall certify to the Board by October 1, in writing, the current rate of all membership dues.

B County Educators Federal Credit Union

- 1. Upon written authorization of a teacher to have deductions made from his/her salary for payment to the County Educators Federal Credit Union, said deductions shall be transmitted to the above specified Credit Union within one (1) day of payroll date. Further transactions regarding such Credit Union shall not be the responsibility of the Board of Education.
- 2. All requests for deductions must be submitted to the Secretary of the Board of Education within five (5) calendar days of either the first day of school for teachers or, in the case of newly hired teachers, his/her commencement of employment in the district.

C. Representation Fee

1. Purpose of Fee - If an employee does not become a member of the Association during any membership year (i.e., from September 1 to the following August 31) which is covered in whole or in part by this Agreement, said employee will be required to pay a representation fee to the Association for that membership year. The purpose of this fee will be to offset the employee's per capita cost of services rendered by the Association as majority representative.
2. Amount of Fee/Notification - Prior to the beginning of each membership year, the Association will notify the Board in writing of the amount of the regular membership dues, initiation fees and assessments charged by the Association to its own members for that membership year. The representation fee to be paid by non-members will be determined by the Association in accordance with the law.
3. Deduction and Transmission of Fee
  - a. Notification - On or about the 15<sup>th</sup> of September of each year the school business administrator will submit to the Association a list of all employees in the bargaining unit. On or about October 1<sup>st</sup> of each year the Association shall notify the Board of Education as to the names of those employees who are required to pay the representation fee.
  - b. Payroll Deduction Schedule - The Board will deduct from the salaries of the employees referred to in Section C-1, the full amount of the yearly representation fee in equal installments beginning with the first paycheck in November.
  - c. Termination of Employment - If an employee who is required to pay a representation fee terminates his or her employment with the Board before the Association has received the full amount of the representation fee to which it is entitled under this Article, the Board will deduct the unpaid portion of the fee from the last paycheck paid to said employee during the membership year in question.
  - d. Mechanics - Except as otherwise provided in this Article, the mechanics for the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the transmission of regular membership dues to the Association,
  - e. Changes - The Association will notify the Board in writing of any changes in the list provided for in paragraph 1 above and/or the amount of the representation fee, and such changes will be reflected in any deductions made more than ten (10) days after the Board received said notice.
  - f. New Employees - On or about the last day of each month, beginning with the month this agreement becomes effective, the school business administrator will submit to the Association, a list of all employees who began their employment in a bargaining unit position during the preceding thirty (30) day period.
  - g. The list will include names, social security numbers, job titles, dates of employment and places of assignment for all such employee;

- h The Board will also notify the Association of any change in the status of an employee regarding transfer leave of absence, return from leave, retirement, resignation, separation from employment, death.

#### **ARTICLE XIV** **PROCESS IMPROVEMENT COMMITTEE**

An AD Hoc committee composed of a minimum of two (2) teachers appointed by the Association, the administrator, and a minimum of two (2) Board members shall meet on an as needed basis to review and discuss topics of mutual concern. These meetings will be scheduled within one week after committee receives items of concern. If no items are received, no meeting will take place. These discussions are not intended to bypass the grievance procedure and grievance issues will not be discussed.

#### **ARTICLE XV** **GRIEVANCE PROCEDURE**

A. **Definition**

A grievance shall mean a complaint by a teacher that there has been to him/her a personal loss or injury because a violation, misinterpretation, or inequitable application of Board policy, this Agreement or an administrative decision affecting a teacher's terms and conditions of employment.

B. **Procedure**

**Step 1:**

Any teacher who has a grievance shall discuss it first with the CSA in an attempt to resolve the matter informally at that level.

**Step 2:**

If, as a result of the discussion, the matter is not resolved to the satisfaction of the teacher within one (1) calendar week, he/she shall set forth his/her complaint in writing to the CSA. The CSA shall communicate his decision to the teacher within three (3) school days of receipt of the written complaint.

**Step 3:**

The teacher may appeal the CSA decision to the Board of Education. The appeal to the Board must be in writing and set forth the grounds upon which the grievance is based. The Board of Education shall request a report on the grievance from the Principal, shall confer with the concerned parties and, upon request, with the teacher or principal separately. The Board shall attempt to resolve the matter as quickly as possible but within a period not to exceed thirty (30) calendar days. The decision rendered by the Board shall be communicated in writing, along with supporting reasons, to the teacher and the CSA.

Step 4:

If the Association determines the grievance is meritorious and is not satisfied with the Board's decision or if no decision has been rendered, the Association may submit the matter to binding arbitration within fifteen (15) days set forth herein.

- 1 The Board and the Association shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a request for a list of arbitrators may be made to the Public Employment Relations Commission by either party. The parties shall be bound by the rules and procedures of PERC.
- 2 Only matters relating to teachers' terms and conditions of employment as set forth in this Agreement may be submitted to Arbitration. The Arbitrator shall be limited to the issue(s) submitted and shall consider nothing else. The Arbitrator can add nothing to, subtract anything from, nor modify the express terms of this Agreement.
- 3 The Arbitrator's decision shall be submitted to the Board and to the Association and shall be binding on the parties.
- 4 All costs of arbitration including, but not limited to, per diem expenses, travel expenses, subsistence, and costs for the hearing area, shall be borne equally and jointly by the Board and the Association. All other expenses shall be incurred by the party incurring such expenses.
- 5 Miscellaneous
  - a. All teachers, including the grievant, are required to follow administrative directives and Board policies under the direction of the Superintendent and administration regardless of the status of any grievance until such grievance is properly determined.
  - b. It is further understood that the arbitration procedure shall not apply to the following matters:
    - (1) Matters for which a method of review is prescribed either by law or by any rule or regulation of the State Commissioner of Education;
    - (2) In matters where the Board is without authority to act;
    - (3) Any matter which, according to law, is, exclusively within the discretion of the Board
    - (4) A complaint of a non-tenured teacher which arises by reason of his/her not being reemployed;
    - (5) A complaint by a teacher arising from the appointment to or lack of appointment to, retention in or lack of retention in, any position for which tenure is either not possible or not required.

**ARTICLE XVI**  
**MEDICAL INSURANCE**

The Board will provide the School Employee Health Benefits Program (SEHBP) for each full time teacher or teacher working twenty-five (25) or more hours and his or her spouse, family or couple in a civil union and/or marriage that is recognized by a state, where applicable. Such benefits of coverage will be substantially equivalent to that provided by SEHBP. All employees shall pay 4% of the dependent medical cost for each year of the agreement.

Said prescription plan shall provide brand name and generic co-pay prescription coverage at the SEHBP rate. The Medical co-insurance coverage shall be \$2,000.00 80/20.

**ARTICLE XVII**  
**DENTAL INSURANCE**

Teachers regularly scheduled to work twenty-five (25) or more hours per week shall be eligible to enroll themselves in a district group dental insurance program. The dental program shall provide the benefits specified in the previous Memorandum of Agreement as Horizon/Grinspec Trust Dental Program or in a plan which provides substantially equivalent benefits.

The Board's contribution to the dental insurance program shall be established as equal to the "employee only" premium rate.

**ARTICLE XVIII**  
**SALARIES**

Current employees shall be placed on the proper step of the salary schedule according to the current-year salary guide in force as of the beginning of each school year and receive a salary based on that step.

The effective salary guides for teachers, copies of which are annexed hereto as Schedule A, Schedule B, and Schedule C, shall apply as the rate of salary for full-time employment.

Employees shall be paid their designated salaries on a twelve-month basis commencing on September 1 of each new school year and terminating on August 30 of the summer following the school year. Salaries will be paid on a semi-monthly basis.

Newly hired teachers shall be placed on a step of the salary schedule mutually agreed to by the employee and the Board of Education.

Salaries and benefits pursuant to the negotiated agreement and eligibility requirements of the insurance carriers for part-time employees will be pro-rated proportionate to time employed.

### BES Teacher's Salary Guide 2008 – 2009

Step	BA + 30				
	BA	BA + 15	MA	MA+ 15	MA+ 30
1	40,989	41,840	43,362	44,886	46,410
2	41,089	41,940	43,462	44,986	46,510
3	42,344	43,195	44,717	46,241	47,765
4	43,594	44,445	45,967	47,491	49,015
5	44,844	45,695	47,217	48,741	50,265
6	46,094	46,945	48,467	49,991	51,515
7	47,349	48,200	49,722	51,246	52,770
8	49,264	50,115	51,637	53,161	54,685
9	51,179	52,030	53,552	55,076	56,600
10	53,094	53,945	55,467	56,991	58,515
11	55,009	55,860	57,382	58,906	60,430
12	56,924	57,775	59,297	60,821	62,345
13	58,839	59,690	61,212	62,736	64,260
14	60,754	61,605	63,127	64,651	66,175
15	62,669	63,520	65,042	66,566	68,090
16	64,584	65,435	66,957	68,481	70,005
17	66,499	67,350	68,872	70,396	71,920
18	68,414	69,265	70,787	72,311	73,835
OG	71,388	72,239	73,761	75,285	76,809
OG	73,303	74,154	75,676	77,200	78,724

### BES Teacher's Salary Guide 2009 – 2010

Step	BA + 30/MA				
	BA	BA + 15	MA	MA+ 15	MA+ 30
1	43,024	43,875	45,397	46,921	48,445
2	43,124	43,975	45,497	47,021	48,545
3	43,224	44,075	45,597	47,121	48,645
4	44,459	45,310	46,832	48,356	49,880
5	45,694	46,545	48,067	49,591	51,115
6	46,939	47,790	49,312	50,836	52,360
7	48,189	49,040	50,562	52,086	53,610
8	50,104	50,955	52,477	54,001	55,525
9	52,019	52,870	54,392	55,916	57,440
10	53,934	54,785	56,307	57,831	59,355
11	55,849	56,700	58,222	59,746	61,270
12	57,764	58,615	60,137	61,661	63,185
13	59,679	60,530	62,052	63,576	65,100
14	61,594	62,445	63,967	65,491	67,015
15	63,509	64,360	65,882	67,406	68,930
16	65,424	66,275	67,797	69,321	70,845
17	67,339	68,190	69,712	71,236	72,760
18	69,254	70,105	71,627	73,151	74,675
OG	73,188	74,039	75,561	77,085	78,609
OG	75,103	75,954	77,476	79,000	80,524

# **BES Teacher's Salary Guide 2010 – 2011**

Step	BA	BA + 15	BA + 30/MA	MA+ 15	MA+ 30
1	45,174	46,025	47,547	49,071	50,595
2	45,274	46,125	47,647	49,171	50,695
3	45,374	46,225	47,747	49,271	50,795
4	45,474	46,325	47,847	49,371	50,895
5	46,714	47,565	49,087	50,611	52,135
6	47,959	48,810	50,332	51,856	53,380
7	49,204	50,055	51,577	53,101	54,625
8	51,119	51,970	53,492	55,016	56,540
9	53,034	53,885	55,407	56,931	58,455
10	54,949	55,800	57,322	58,846	60,370
11	56,864	57,715	59,237	60,761	62,285
12	58,779	59,630	61,152	62,676	64,200
13	60,694	61,545	63,067	64,591	66,115
14	62,609	63,460	64,982	66,506	68,030
15	64,524	65,375	66,897	68,421	69,945
16	66,439	67,290	68,812	70,336	71,860
17	68,354	69,205	70,727	72,251	73,775
18	70,269	71,120	72,642	74,166	75,690
OG	74,988	75,839	77,361	78,885	80,409
OG	76,903	77,754	79,276	80,800	82,324

All teachers placed on the guide under BA +45 and BA + 60 prior to July 1, 2005 shall be grandfathered.



**ARTICLE XIX**

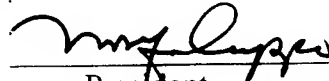
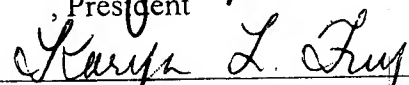
**DURATION OF AGREEMENT**

This agreement shall be implemented between the period July 1, 2008 to June 30, 2011.

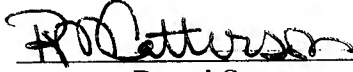
IN WITNESS WHEREOF, the teacher's representatives have signed hereunto on behalf of the said teachers and the Board has caused its proper officers to sign hereunto on behalf of the Board, this 10 day of SEPT., 2008.

BOARD OF EDUCATION OF THE  
BOROUGH OF BLOOMSBURY

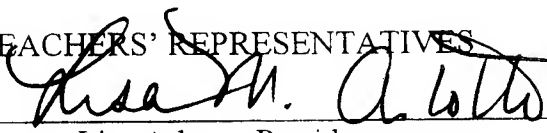
By:

  
\_\_\_\_\_  
President  
  
\_\_\_\_\_  
Vice President

ATTEST:

  
\_\_\_\_\_  
Board Secretary

TEACHERS' REPRESENTATIVES

  
\_\_\_\_\_  
Lisa Arlotto, President

